

DEPARTMENT OF THE AIR FORCE

Fiscal Year (FY) 2022 Budget Estimates Direct War and Enduring Cost Appendix



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MILITARY PERSONNEL OVERVIEW

The FY 2022 Direct War and Enduring Requirements (formerly Overseas Contingency Operations) Request provides funding to continue security stabilization efforts in Afghanistan and Iraq. Support to Operation Freedom's Sentinel (OFS) encompasses all actions to restore stability, support counter terrorism operations against the remnants of al Qaeda in Afghanistan. Support to Operation Inherent Resolve (OIR) focuses on the operations to eliminate the Islamic State of Iraq and Syria (ISIS). These efforts are in addition to ongoing daily military operations around the globe. In response to the attacks on the United States on September 11, 2001, the President invoked his authority (10 US Code 12302) to order to active duty Ready Reserve members and delegated his authority to the Secretary of Defense in Proclamation 7463 of September 14, 2001. This declaration of national emergency has been extended, thereby continuing the authority to order to active duty Ready Reserve members. In order to sustain current military operations, funding is requested to finance the incremental costs (i.e., pay, allowances, subsistence, and other personnel costs) for personnel mobilized for duty and for incremental Active Duty costs in support of OFS, OIR and EDI. The FY 2022 Request includes \$991 million for the Air Force's military personnel costs as shown in the following tables:

**Summary by Appropriation
(Dollars in Thousands)**

	FY 2020 Actuals	FY 2021 Enacted	FY 2021 Estimate	FY 2022 DWECC Request
Military Personnel, Air Force	991,309	1,077,168	1,103,132	974,781
Reserve Personnel, Air Force	9,412	16,816	16,866	11,012
National Guard Personnel, Air Force	1,978	5,800	5,800	5,337
TOTAL MILITARY PERSONNEL	1,002,699	1,099,784	1,125,798	991,130

The Department's FY 2022 Request is comprised of two funding requirements:

- Direct War (\$21,432K): Direct War are those combat or direct combat support costs that will not continue once combat operations end at major contingency locations.
- Enduring Requirements (\$969,698K): Enduring Requirements are enduring in-theater and in-CONUS costs that will likely remain after combat operations cease, and have previously been funded in OCO.

**\$2K delta in FY20 Military Personnel Actual vs. Cost of War Report due to rounding.*

MILITARY PERSONNEL OVERVIEW

Summary By Category

(Dollars in Thousands)

<u>FY 2020 Actuals</u>	<u>Active Air Force</u>	<u>Air Force Reserve</u>	<u>Air National Guard</u>	<u>Total</u>
Reserve and Guard Mobilization	806,914	-	-	806,914
AC Deployment Costs	49,505	-	-	49,505
Subsistence in Kind (SIK)	119,434	-	-	119,434
Casualty and Disability	5,896	-	-	5,896
Additional Mobilization and Deployment Costs	9,560	-	-	9,560
Pre- and Post-Mobilization Training	-	9,412	1,978	11,390
TOTAL	991,309	9,412	1,978	1,002,699

MILITARY PERSONNEL OVERVIEW

**\$2K delta in FY20 Active Air Force Total vs. Cost of War Report due to rounding.*

(Dollars in Thousands)

<u>FY 2021 Estimate</u>	<u>Active Air Force</u>	<u>Air Force Reserve</u>	<u>Air National Guard</u>	<u>Total</u>
Reserve and Guard Mobilization	910,500	-	-	910,500
AC Deployment Costs	47,126	-	-	47,126
Subsistence in Kind (SIK)	130,371	-	-	130,371
Casualty and Disability	5,180	-	-	5,180
Additional Mobilization and Deployment Costs	9,955	-	-	9,955
Pre- and Post-Mobilization Training	-	16,866	5,800	22,666
TOTAL	1,103,132	16,866	5,800	1,125,798

MILITARY PERSONNEL OVERVIEW

(Dollars in Thousands)

<u>FY 2022 Total Request</u>	<u>Active Air Force</u>	<u>Air Force Reserve</u>	<u>Air National Guard</u>	<u>Total</u>
Reserve and Guard Mobilization	789,257	-	-	789,257
AC Deployment Costs	46,710	-	-	46,710
Subsistence in Kind (SIK)	123,704	-	-	123,704
Casualty and Disability	5,181	-	-	5,181
Additional Mobilization and Deployment Costs	9,929	-	-	9,929
Pre- and Post-Mobilization Training	-	11,012	5,337	16,349
TOTAL	974,781	11,012	5,337	991,130

The following table reflects mobilization and deployment assumptions. Mobilization numbers include personnel deployed to theater as well as personnel remaining in CONUS supporting Operation Freedom's Sentinel.

Average Strength

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
	<u>Actuals</u>	<u>Estimate</u>	<u>Request</u>
Active Air Force	13,054	12,393	11,968
Air Force Reserve Mobilization	2,826	3,181	2,811
Air Force National Guard Mobilization	5,720	6,088	5,110
TOTAL	21,600	21,662	19,889

MILITARY PERSONNEL OVERVIEW

Reserve & Guard Mobilization/Deployment Costs

\$ 835.9 Million

- Basic military pay and entitlements (e.g., Basic Allowance for Housing (BAH), retired pay accrual and social security contributions, incentive pays, etc.) for Reserve and National Guard members on active duty to provide essential military operation support or backfill for those active personnel deployed overseas in support of OFS, OIR and EDI.
- Special Pays for Mobilized Reserve and National Guard Personnel and Deployed Active Personnel:
 - Imminent Danger Pay (IDP) (\$225 per month)
 - Family Separation Allowance (FSA) (\$250 per month)
 - Hardship Duty Location Pay (\$100 per month)
- Basic Allowance for Subsistence (BAS) for Reserve Component members in support of OFS, OIR and EDI.

Subsistence-in-Kind Costs

\$ 123.7 Million

- Funds requested provide Subsistence-in-Kind (SIK) (food and drink) for all Active and Reserve Component members in support of OFS, OIR and EDI

Casualty and Disability Benefits

\$ 5.2 Million

- Casualty Benefits pay for the following benefits associated with the death or traumatic injury of Service members:
- Reimbursement to the Department of Veterans Affairs for Traumatic Injury Protection claims under the Servicemembers' Group Life Insurance (SGLI).
- Funding is for SGLI/T-SGLI insurance premiums the Department of Defense pays on behalf of service members.
- Funding is for Death Gratuities payments to survivors of members who die while on active duty.

Additional Mobilization Deployment Cost

\$ 9.9 Million

- Additional Mobilization/Deployment Benefits for unemployment benefits to ex-service members discharged or released under honorable conditions.

Pre- and Post-Mobilization Programs

\$ 16.3 Million

- Pre & Post Mobilization Training: Continuing overseas contingency operations have highlighted the need for additional funding to accelerate qualification and certification training for many assigned personnel who are not currently at authorized skill levels
- Yellow Ribbon Reintegration Program: Section 582 of the FY08 NDAA established a national combat veteran reintegration program for Guard and Reserve members and their families.

12304B: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of CENTCOM (OCO)

Introduction: The National Defense Authorization Act (NDAA) 2012, by order of 10 U.S.C. (SS) 12304b, provides the authority for the Secretary of the Air Force to involuntary activate members of the Selective Reserves for not more than 365 consecutive days. In FY22, the Air Force plans to utilize 12304b in support of pre-planned CENTCOM operations funded by Overseas Contingency Operations (OCO) supplemental funding if 12302 (involuntary mobilization) authority is not available. Identified operations/missions are:

OEF Airlift (1,269 MYs (379 Officer, 890 Enlisted) , \$148M)

Rapid Global Mobility provides US Central Command with inter-theater and intra-theater airlift to include cargo, airdrops, air refueling and Aeromedical airlift in support of contingency operations in Afghanistan and against ISIS. Activated Airmen will be placed on orders for a period no longer than 365 days.

OEF Combat Air Forces Aviation (1,427 MYs (157 Officer, 1,270 Enlisted), \$146M)

Provides direct warfighting support to OEF for Combat, Combat Search and Rescue/Personnel Recovery operations and Aerospace Control and Warning. Activated Airmen will be placed on orders for a period no longer than 365 days.

OEF Expeditionary Combat Support (3,511 MYs (275 Officer, 3,236 Enlisted), \$350M)

Provides direct support to OEF for combat units; includes security forces, personnel, civil engineering, transportation, logistics, and medical personnel for operating and maintaining OEF/OIR and OEF-HOA assets and bases. Activated Airmen will be placed on orders for a period no longer than 365 days.

AFSOC Special Operation Forces Support (144 MY (44 Officer, 100 Enlisted), \$17M)

Provides direct support to OEF for SOF units. Activated Airman will be placed on orders for a period no longer than 365 days.

AIR FORCE M-1
FY 2022 Direct War and Enduring Cost Appendix

	FY 2020 Actuals 1/	FY 2021 Estimate 2/	FY 2022 Request
MILITARY PERSONNEL, AIR FORCE			
BUDGET ACTIVITY 1: PAY AND ALLOWANCES OF OFFICERS			
BASIC PAY	125,089	134,692	109,985
RETIRED PAY ACCRUAL	30,522	36,232	28,266
BASIC ALLOWANCE FOR HOUSING	35,934	38,871	32,059
BASIC ALLOWANCE FOR SUBSISTENCE	4,079	4,391	3,581
SPECIAL PAYS	7,310	7,470	6,364
ALLOWANCES	3,722	3,792	3,363
SOCIAL SECURITY TAX	9,569	10,304	8,414
TOTAL BUDGET ACTIVITY 1	216,225	235,752	192,032
BUDGET ACTIVITY 2: PAY AND ALLOWANCES OF ENLISTED PERSONNEL			
BASIC PAY	310,362	349,136	310,432
RETIRED PAY ACCRUAL	75,728	93,917	79,781
BASIC ALLOWANCE FOR HOUSING	142,764	161,652	145,165
SPECIAL PAYS	35,473	34,891	33,660
ALLOWANCES	19,913	19,338	18,981
SOCIAL SECURITY TAX	23,741	26,709	23,748
TOTAL BUDGET ACTIVITY 2	607,981	685,643	611,767
BUDGET ACTIVITY 4: SUBSISTENCE OF ENLISTED PERSONNEL			
BASIC ALLOWANCE FOR SUBSISTENCE	32,213	36,231	32,168
SUBSISTENCE-IN-KIND	119,434	130,371	123,704
TOTAL BUDGET ACTIVITY 4	151,647	166,602	155,872
BUDGET ACTIVITY 6: OTHER MILITARY PERSONNEL COSTS			
UNEMPLOYMENT COMPENSATION	9,560	9,955	9,929
DEATH GRATUITIES	300	200	200
SGLI EXTRA HAZARD PAYMENTS	5,596	4,980	4,981
TRAUMATIC SGLI	-	-	-
TOTAL BUDGET ACTIVITY 6	15,456	15,135	15,110
TOTAL MILITARY PERSONNEL, AIR FORCE	991,309	1,103,132	974,781

AIR FORCE M-1
FY 2022 Direct War and Enduring Cost Appendix

	FY 2020	FY 2021	FY 2022
	Actuals	Estimate	Request
RESERVE PERSONNEL, AIR FORCE			
BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT			
SPECIAL TRAINING (PRE/POST MOB TRAINING)	9,412	16,866	11,012
TOTAL RESERVE PERSONNEL, AIR FORCE	9,412	16,866	11,012
NATIONAL GUARD PERSONNEL, AIR FORCE			
BUDGET ACTIVITY 1: RESERVE COMPONENT TRAINING AND SUPPORT			
SPECIAL TRAINING (PRE/POST MOB TRAINING)	1,978	5,800	5,337
TOTAL NATIONAL GUARD PERSONNEL, AIR FORCE	1,978	5,800	5,337
GRAND TOTAL AIR FORCE MILITARY PERSONNEL	1,002,699	1,125,798	991,130

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2021**

(Amount in Thousands)

	<u>FY 2021</u> <u>PRESIDENT'S</u> <u>BUDGET</u>	<u>CONGRESSIONAL</u> <u>ACTIONS</u>	<u>APPROPRIATION</u>	<u>INTERNAL</u> <u>REALIGNMENT/</u> <u>REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>PROPOSED DD 1415</u> <u>ACTIONS</u>	<u>FY 2021 COLUMN</u> <u>FY 2022 PRES BUD</u>
<u>PAY AND ALLOWANCES OF OFFICERS</u>							
Basic Pay	131,426	0	131,426	496	131,922	2,770	134,692
Retired Pay Accrual	35,485	0	35,485	747	36,232	0	36,232
Basic Allowance for Housing	41,038	0	41,038	(2,167)	38,871	0	38,871
Basic Allowance for Subsistence	4,221	0	4,221	170	4,391	0	4,391
Special Pay	5,211	0	5,211	2,259	7,470	0	7,470
Allowance	5,547	0	5,547	(1,755)	3,792	0	3,792
Social Security Tax - Employer's Contribution	10,054	0	10,054	250	10,304	0	10,304
TOTAL OBLIGATIONS OFFICERS	232,982	0	232,982	0	232,982	2,770	235,752
<u>PAY AND ALLOWANCES OF ENLISTED</u>							
Basic Pay	347,182	0	347,182	0	347,182	1,954	349,136
Retired Pay Accrual	93,739	0	93,739	0	93,739	178	93,917
Basic Allowance for Housing	147,758	0	147,758	0	147,758	13,894	161,652
Special Pay	23,799	0	23,799	7,134	30,933	3,958	34,891
Allowance	26,472	0	26,472	(7,134)	19,338	0	19,338
Social Security Tax - Employer's Contribution	26,559	0	26,559	0	26,559	150	26,709
TOTAL OBLIGATIONS ENLISTED	665,509	0	665,509	0	665,509	20,134	685,643
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>							
Basic Allowance for Subsistence	34,678	0	34,678	0	34,678	1,553	36,231
Subsistence-In-Kind	130,371	0	130,371	0	130,371	0	130,371
TOTAL OBLIGATIONS SUBSISTENCE	165,049	0	165,049	0	165,049	1,553	166,602
<u>OTHER MILITARY PERSONNEL COSTS</u>							
SGLI/T-SGLI Insurance Premium	4,981	0	4,981	(1,007)	3,974	1,006	4,980
Death Gratuity (Combat Deaths)	200	0	200	0	200	0	200
Unemployment Benefits	8,447	0	8,447	1,007	9,454	501	9,955
TOTAL DIRECT OBLIGATIONS OTHER	13,628	0	13,628	0	13,628	1,507	15,135
TOTAL DIRECT OBLIGATIONS	1,077,168	0	1,077,168	0	1,077,168	25,964	1,103,132

ACTIVE AIR FORCE MILITARY PERSONNEL COSTS

RESERVE MOBILIZATION AND ACTIVE DEPLOYMENT COSTS

PAY AND ALLOWANCES OF OFFICERS

Appropriation: Military Personnel, Air Force
 Budget Activity 1: Pay and Allowances of Officers
 Budget Line Item: Basic Pay

FY 2022
 (\$ in Thousands)
 109,985

The funds requested provide for the monthly basic compensation for mobilized Air National Guard (ANG) and Air Force Reserve (AFR) officers.

Part II - Justification of Funds Requested

The request provides basic pay for mobilized Reserve and Guard officer personnel. Funding requirements include a basic pay increase of 3.0% in 2021, and 2.7% in 2022 effective January 1 of each year.

	FY 2020 Actuals			FY 2021 Estimate			FY 2022 Request		
<u>Total Incremental Costs</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Basic Pay (Reserve/Guard Mobilization)	1,327	94,259	125,089	1,387	97,110	134,692	1,102	99,805	109,985
Total			125,089			134,692			109,985

Appropriation: Military Personnel, Air Force
Budget Activity 1: Pay and Allowances of Officers
Budget Line Item: Retired Pay Accrual

<u>FY 2022</u>
(\$ in Thousands)
28,266

The funds requested provide for Retired Pay Accrual payments to the Department of Defense's Military Retirement Fund, in accordance with 10 U.S.C 1466 for mobilized Reserve and Guard officer

Part II - Justification of Funds Requested

The budget estimates are derived as a product of: (a) The DoD Retirement Board of Actuaries approved part-time Normal Cost Percentages (NCP) of 26.9% of basic pay for 2021 and 25.7% for 2022 and (b) The total amount of the basic pay expected to be paid during the fiscal year.

<u>Total Incremental Costs</u>	FY 2020 Actuals			FY 2021 Estimate			FY 2022 Request		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Retired Pay Accrual	1,327	22,999	<u>30,522</u>	1,387	26,123	<u>36,232</u>	1,102	25,650	<u>28,266</u>
Total			30,522			36,232			28,266

Appropriation: Military Personnel, Air Force
 Budget Activity 1: Pay and Allowances of Officers
 Budget Line Item: Basic Allowance for Housing

FY 2022
 (\$ in Thousands)
 32,059

The funds requested provide Basic Allowance for Housing (BAH) for mobilized Reserve and Guard officer personnel in accordance with 37 U.S.C. 403.

Part II - Justification of Funds Requested

This program provides a cash allowance to those military personnel not provided with adequate government quarters. This allowance enables such personnel to obtain civilian housing as a substitute. The 2021 BAH increase is 3.6% effective 1 January 2021 and the 2022 BAH increase is 3.8% effective 1 January 2022.

<u>Total Incremental Costs</u>	FY 2020 Actuals			FY 2021 Estimate			FY 2022 Request		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Basic Allowance for Housing	1,327	27,077	35,934	1,387	28,025	38,871	1,102	29,092	32,059
Total			35,934			38,871			32,059

Appropriation: Military Personnel, Air Force
Budget Activity 1: Pay and Allowances of Officers
Budget Line Item: Basic Allowance for Subsistence

FY 2022
 (\$ in Thousands)
3,581

The funds requested provide Basic Allowance for Subsistence (BAS) for mobilized Reserve and Guard officer personnel in accordance with 37 U.S.C. 402.

Part II - Justification of Funds Requested

All officers, regardless of dependency status and pay grade, are paid a monthly BAS at the same statutory rate. The rates are derived as a product of (a) the preceding year rate and (b) the percentage increase as determined by the Secretary of Agriculture. The 2021 BAS increase is 3.7% and 2022 BAS increase is 2.3% effective 1 January of each year.

<u>Total Incremental Costs</u>	<u>FY 2020 Actuals</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Basic Allowance for Subsistence	1,327	3,073	<u>4,079</u>	1,387	3,166	<u>4,391</u>	1,102	3,249	<u>3,581</u>
Total			<u>4,079</u>			<u>4,391</u>			<u>3,581</u>

Appropriation: Military Personnel, Air Force
Budget Activity 1: Pay and Allowances of Officers
Budget Line Item: Special Pays and Allowance

FY 2022

(\$ in Thousands)
9,727

The funds requested provide for payments to officers for the following special pays in support of Operation Freedom's Sentinel and Operation Inherent Resolve.

Family Separation Allowance (FSA): Paid at the rate of \$250 per month to members with dependents who are on duty away from home for a period of more than 30 continuous days in accordance with 37 U.S.C. 427.

Hostile Fire/Imminent Danger Pay (IDP): Paid to members who serve in designated areas subject to specific dangers. The FY 2005 NDAA Section 623 made the monthly rate of \$225 permanent. Members eligible for IDP are paid the full monthly rate of \$225 for any complete or partial month they served in a qualifying area. The FY 2012 NDAA modified IDP payments, limiting eligibility to only the actual days served in a qualifying area. Effective 1 January 2012, service members receive \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225.

Hardship Duty Pay (HDP): Paid at the rate of \$100 per month to personnel performing duty in a location that is designated by the Secretary of Defense as hardship duty in accordance with 37 U.S.C. 305.

Part II - Justification of Funds Requested

The projected average number of personnel is based on the total spaces where each type of pay is authorized to meet force structure requirements. Funding requirements are based on the estimated number of officers eligible for each type of payment and rate of payment. Summary cost computations provided in the following table:

	FY 2020 Actuals			FY 2021 Estimate			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Special Pay for Mobilized Guard & Reserve</u>									
Family Separation Allowance	177	3,000	530	185	3,000	555	147	3,000	441
Hostile Fire/Imminent Danger Pay	195	2,700	527	204	2,700	551	159	2,700	430
Hardship Duty Pay	987	1,200	1,184	1,032	1,200	1,238	818	1,200	981
Subtotal Mobilization Incremental Cost	1,359		2,241	1,421		2,344	1,124		1,852
<u>Special Pay for Deployed Active Personnel</u>									
Family Separation Allowance	1,064	3,000	3,192	1,079	3,000	3,237	974	3,000	2,922
Hostile Fire/Imminent Danger Pay	1,408	2,700	3,801	1,428	2,700	3,856	1,243	2,700	3,356
Hardship Duty Pay	1,499	1,200	1,798	1,521	1,200	1,825	1,332	1,200	1,597
Subtotal Deployed Active Incremental Cost	3,971		8,791	4,028		8,918	3,549		7,875
<u>Grand Total Special/Incentive Pays</u>									
Family Separation Allowance	1,241	3,000	3,722	1,264	3,000	3,792	1,121	3,000	3,363
Hostile Fire/Imminent Danger Pay	1,603	2,700	4,328	1,632	2,700	4,407	1,402	2,700	3,786
Hardship Duty Pay	2,486	1,200	2,982	2,553	1,200	3,063	2,150	1,200	2,578
Grand Total Incremental Cost	5,330		11,032	5,449		11,262	4,673		9,727

Appropriation: Military Personnel, Air Force
 Budget Activity 1: Pay and Allowances of Officers
 Budget Line Item: Social Security Tax

FY 2022
 (\$ in Thousands)
 8,414

The funds requested provide the Air Force employer contribution for mobilized Reserve and Guard officer personnel as required by the provisions of 26 U.S.C. 3111 for (a) Old-age, Survivors, Disability Insurance and (b) Hospital Insurance.

Part II - Justification of Funds Requested

The Federal Insurance Contribution Act (FICA) tax is developed by multiplying the total earnings for FICA tax purposes by the applicable percent. The Old-age, Survivor, and Disability Insurance (OASDI), or more commonly known as Social Security, rate of tax is 6.2 percent and the Hospital Insurance (HI), or commonly known as Medicare, rate of tax is 1.45 percent. The maximum amount of earnings per individual that tax is payable are:

<u>Calendar Year</u>	<u>OASDI Base</u>	<u>Medicare Base</u>
2020	\$137,700	No upper limit
2021	\$142,800	No upper limit
2022	\$147,100	No upper limit

<u>Total Incremental Costs</u>	<u>FY 2020 Actuals</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Social Security Tax	1,327	7,211	9,569	1,387	7,429	10,304	1,102	7,635	8,414
Total			<u>9,569</u>			<u>10,304</u>			<u>8,414</u>

PAY AND ALLOWANCES OF ENLISTED

Appropriation: Military Personnel, Air Force
 Budget Activity 2: Pay and Allowances of Enlisted
 Budget Line Item: Basic Pay

FY 2022
 (\$ in Thousands)
 310,432

The funds requested provide for the monthly basic compensation for mobilized Air National Guard and Air Force Reserve enlisted personnel.

Part II - Justification of Funds Requested

The request provides basic pay for mobilized Reserve and Guard enlisted personnel. Funding requirements include a basic pay increase of 3.0% in 2021, and 2.7% in 2022 effective January 1 of each year.

<u>Total Incremental Costs</u>	<u>FY 2020 Actuals</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Basic Pay (Reserve/Guard Mobilization)	7,219	42,995	<u>310,362</u>	7,882	44,295	<u>349,136</u>	6,819	45,525	<u>310,432</u>
Total			310,362			349,136			310,432

Appropriation: Military Personnel, Air Force
Budget Activity 2: Pay and Allowances of Enlisted
Budget Line Item: Retired Pay Accrual

FY 2022
(\$ in Thousands)
79,781

The funds requested provide for Retired Pay Accrual payments to the Department of Defense's Military Retirement Fund, in accordance with 10 U.S.C 1466 for mobilized Reserve and Guard enlisted personnel.

Part II - Justification of Funds Requested

The budget estimates are derived as a product of: (a) The DoD Retirement Board of Actuaries approved part-time Normal Cost Percentages (NCP) of 26.9% of basic pay for 2021 and 25.7% for 2022 and (b) The total amount of the basic pay expected to be paid during the fiscal year.

<u>Total Incremental Costs</u>	FY 2020 Actuals			FY 2021 Estimate			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Retired Pay Accrual	7,219	10,491	<u>75,728</u>	7,882	11,915	<u>93,917</u>	6,819	11,700	<u>79,781</u>
Total			<u>75,728</u>			<u>93,917</u>			<u>79,781</u>

Appropriation: Military Personnel, Air Force
 Budget Activity 2: Pay and Allowances of Enlisted
 Budget Line Item: Basic Allowance for Housing

FY 2022
 (\$ in Thousands)
 145,165

The funds requested provide Basic Allowance for Housing (BAH) for mobilized Reserve and Guard enlisted personnel in accordance with 37 U.S.C. 403.

Part II - Justification of Funds Requested

This program provides a cash allowance to those military personnel not provided with adequate government quarters. This allowance enables such personnel to obtain civilian housing as a substitute. The 2021 BAH increase is 3.6% effective 1 January 2021 and the 2022 BAH increase is 3.8% effective 1 January 2022.

<u>Total Incremental Costs</u>	<u>FY 2020 Actuals</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Basic Allowance for Housing	7,219	19,777	142,764	7,882	20,509	161,652	6,819	21,288	145,165
Total			<u>142,764</u>			<u>161,652</u>			<u>145,165</u>

Appropriation: Military Personnel, Air Force
Budget Activity 2: Pay and Allowances of Enlisted
Budget Line Item: Special Pays and Allowance

FY 2022
(\$ in Thousands)
52,641

The funds requested provide for payments to officers for the following special pays in support of Operation Freedom's Sentinel and Operation Inherent Resolve.

Family Separation Allowance (FSA): Paid at the rate of \$250 per month to members with dependents who are on duty away from home for a period of more than 30 continuous days in accordance with 37 U.S.C. 427.

Hostile Fire/Imminent Danger Pay (IDP): Paid to members who serve in designated areas subject to specific dangers. The FY 2005 NDAA Section 623 made the monthly rate of \$225 permanent. Members eligible for IDP are paid the full monthly rate of \$225 for any complete or partial month they served in a qualifying area. The FY 2012 NDAA modified IDP payments, limiting eligibility to only the actual days served in a qualifying area. Effective 1 January 2012, service members receive \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225.

Hardship Duty Pay (HDP): Paid at the rate of \$100 per month to personnel performing duty in a location that is designated by the Secretary of Defense as hardship duty in accordance with 37 U.S.C. 305.

Part II - Justification of Funds Requested

The projected average number of personnel is based on the total spaces where each type of pay is authorized to meet force structure requirements. Funding requirements are based on the estimated number of service members eligible for each type of payment and rate of payment. Summary cost computations provided in the following table:

	FY 2020 Actuals			FY 2021 Estimate			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Special Pay for Mobilized Guard & Reserve</u>									
Family Separation Allowance	1,411	3,000	4,232	1,541	3,000	4,623	1,321	3,000	3,963
Hostile Fire/Imminent Danger Pay	1,199	2,700	3,237	1,309	2,700	3,534	1,128	2,700	3,046
Hardship Duty Pay	6,002	1,200	7,203	6,553	1,200	7,864	5,664	1,200	6,797
Subtotal Mobilization Incremental Cost	8,612		14,672	9,403		16,021	8,113		13,806
<u>Special Pay for Deployed Active Personnel</u>									
Family Separation Allowance	5,227	3,000	15,681	4,905	3,000	14,715	5,006	3,000	15,018
Hostile Fire/Imminent Danger Pay	5,048	2,700	13,629	4,737	2,700	12,790	4,779	2,700	12,903
Hardship Duty Pay	9,503	1,200	11,404	8,919	1,200	10,703	9,095	1,200	10,914
Subtotal Deployed Active Incremental Cost	19,778		40,714	18,561		38,208	18,880		38,835
<u>Grand Total Special/Incentive Pays</u>									
Family Separation Allowance	6,638	3,000	19,913	6,446	3,000	19,338	6,327	3,000	18,981
Hostile Fire/Imminent Danger Pay	6,247	2,700	16,866	6,046	2,700	16,324	5,907	2,700	15,949
Hardship Duty Pay	15,505	1,200	18,607	15,472	1,200	18,567	14,759	1,200	17,711
Grand Total Incremental Cost	28,390		55,386	27,964		54,229	26,993		52,641

Appropriation: Military Personnel, Air Force
 Budget Activity 2: Pay and Allowances of Enlisted
 Budget Line Item: Social Security Tax

FY 2022
 (\$ in Thousands)
 23,748

The funds requested provide the Air Force employer contribution for mobilized Reserve and Guard enlisted personnel as required by the provisions of 26 U.S.C. 3111 for (a) Old-age, Survivors, Disability Insurance and (b) Hospital Insurance.

Part II - Justification of Funds Requested

The Federal Insurance Contribution Act (FICA) tax is developed by multiplying the total earnings for FICA tax purposes by the applicable percent. The Old-age, Survivor, and Disability Insurance (OASDI), or more commonly known as Social Security, rate of tax is 6.20 percent and the Hospital Insurance (HI), or commonly known as Medicare, rate of tax is 1.45 percent. The maximum amount of earnings per individual that tax is payable are:

<u>Calendar Year</u>	<u>OASDI Base</u>	<u>Medicare Base</u>
2020	\$137,700	No upper limit
2021	\$142,800	No upper limit
2022	\$147,000	No upper limit

<u>Total Incremental Costs</u>	<u>FY 2020 Actuals</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Social Security Tax	7,219	3,289	23,741	7,882	3,389	26,709	6,819	3,483	23,748
Total			23,741			26,709			23,748

**BASIC ALLOWANCE FOR
SUBSISTENCE OF ENLISTED
PERSONNEL**

Appropriation: Military Personnel, Air Force
 Budget Activity 4: Pay and Allowances of Enlisted
 Budget Line Item: Basic Allowance for Subsistence / Subsistence-in-Kind

FY 2022
 (\$ in Thousands)
 155,872

The funds requested for this budget activity are for the payment of authorized Basic Allowances for Subsistence (BAS) and Subsistence-in-Kind (SIK) for mobilized Reserve and Guard enlisted personnel. Subsistence-in-Kind includes the cost of procuring subsistence for garrison dining facilities (Subsistence in Messes), operational rations, and augmentation rations. The Air Force provides subsistence in messing facilities and operational rations for members of all military services deployed in theater.

Part II - Justification of Funds Requested

Basic Allowance for Subsistence is paid to all enlisted members (except recruits and holdees) in accordance with 37 U.S.C 402. The rates are derived as a product of (a) the preceding year rate and (b) the percentage increase as determined by the Secretary of Agriculture. The 2021 BAS increase is 2.3% and 2022 BAS increase is 3.4% effective 1 January of each year.

Subsistence-in-Kind is the cost of bulk subsistence for dining facilities operated in theater. This requirement is dependent on the number of personnel using the dining facilities and the cost of food. This is an additional cost above the BAS since members are authorized to continue receiving their BAS even though food is provided in theater. Operational Rations are rations used for field subsistence. Operational rations include the Meal-Ready-to Eat (MRE), Unitized Group Rations (UGR) that include "heat and serve" and A-ration varieties, and other operational rations served determine costs for operational rations.

<u>Total Incremental Costs</u>	<u>FY 2020 Actuals</u>			<u>FY 2021 Estimate</u>			<u>FY 2022 Request</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Basic Allowance for Subsistence	7,219	4,463	32,213	7,882	4,597	36,231	6,819	4,718	32,168
Subsistence-in-Kind	20,975	5,694	119,434	22,229	5,865	130,371	20,399	6,064	123,704
Total			151,647			166,602			155,872

OTHER MILITARY PERSONNEL COSTS

Appropriation: Military Personnel, Air Force
 Budget Activity 6: Other Military Personnel Costs
 Budget Line Item: Casualty and Disability

FY 2022
 (\$ in Thousands)
 5,181

The funds requested will provide for the incremental Servicemembers' Group Life Insurance (SGLI) for Air Force personnel in support of Operation Freedom's Sentinel, in accordance with the provisions of Title 38 U.S.C. 1965-1980A and Death Gratuity payments under the provisions of Title 10 U.S.C. 1475-91.

Part II - Justification of Funds Requested

SGLI: Cost estimates are provided by the Director of the Department of Veterans Affairs' Insurance Services. The VA notifies the Under Secretary of Defense (Comptroller) of the installments that will be required from the military services. Section 606 of the FY 2008 National Defense Authorization Act directs the Department to pay the full premium for coverage under SGLI program during service in Operation Freedom's Sentinel. The amount the Department pays decreased from \$29 per month to \$25 per month due to the SGLI premium decreasing from \$28 to \$24 effective July 1, 2019.

Death Gratuity: Funds requirements are based on mortality rates, historical trends and the statutory gratuity amount. The rate was increased from \$12,420 to \$100,000 by the FY 2006 NDAA, P.L. 109-13.

<u>Total Incremental Costs</u>	FY 2020 Actuals			FY 2021 Estimate			FY 2022 Request		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
T-SGLI (Retroactive)	-	-	50	-	-	-	-	-	-
SGLI/T-SGLI Insurance Premium	17,486	348	6,085	16,601	300	4,980	16,601	300	4,981
Death Gratuities	3	100,000	300	2	100,000	200	2	100,000	200
Total	17,489		6,435	16,603		5,180	16,603		5,181

Appropriation: Military Personnel, Air Force
 Budget Activity 6: Other Military Personnel Costs
 Budget Line Item: Unemployment Compensation

FY 2022
 (\$ in Thousands)
 9,929

Unemployment benefits are for payments to ex-Service members who are discharged or released under honorable conditions as prescribed in Title 5, United States Code, 8521 through 8525.

Part II - Justification of Funds Requested

The funds are for payments of unemployment benefits to eligible ex-active duty service members and demobilized Guard and Reserve personnel as prescribed in Section 8521(a), Paragraph 1 of Title 5, U.S.C. Generally, eligibility is defined as at least 365 days of continuous active service in the Armed Forces whereupon the individual is discharged under honorable conditions or demobilized. Active duty personnel must complete a first full-term of active service or be discharged before a first-term is completed under an early release program, because of hardship, for medical reasons, or for personality disorders or inaptitude. Additionally, eligibility is subject to numerous applicable state laws.

The Department of Labor is the Executive Agency, as administered by individual states, for the Federal Government's share of applicable unemployment compensation. Costs estimates are based on Department of Labor factors derived from projected economic assumptions and Department of Defense historical experience.

<u>Total Incremental Costs</u>	FY 2020 Actuals			FY 2021 Estimate			FY 2022 Request		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Unemployment Compensation			9,560			9,955			9,929
Total			9,560			9,955			9,929

AIR FORCE RESERVE MILITARY PERSONNEL COSTS

**RESERVE PRE- AND POST-
DEPLOYMENT MOBILIZATION
TRAINING**

Appropriation: Reserve Personnel, Air Force
 Budget Activity 1: Reserve Component Training and Support
 Budget Line Item: Special Training

FY 2022
 (\$ in Thousands)
 11,012

Funding in these programs support Pre and Post Mobilization Training and the Yellow Ribbon Reintegration Program (YRRP) for Reserve members returning from deployments.

Part II - Justification of Funds Requested

Pre and Post Mobilization Training (Special Training): The overseas contingency operations have highlighted the need for additional funding to accelerate qualification and certification training for many assigned personnel who are not currently at authorized skill levels, reducing the availability of deployable personnel in critical skill sets such as Security Forces. Training includes On-The-Job skill and proficiency development and those formal schools necessary for individuals to achieve early readiness certification. This allows the Air Force Reserve to increase readiness levels and readily fill deployment requirements. In FY22, funding for this requirement was requested in the base but not as part of the Direct War and Enduring Cost requirement.

Yellow Ribbon Reintegration Program: The FY 2022 requests supports the members' pay and allowance and travel costs for reintegration training through the pre and post deployment phases. The "strength" represents the total number of participants attending various events and administrating the YRRP. Section 582 of the FY 2008 National Defense Authorization Act directs the establishment of "a national combat veteran reintegration program to provide National Guard and Reserve members and their families with sufficient information, services, referral and proactive outreach opportunities through the entire deployment cycle." The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating members, families and affected communities on combat deployment. The post-deployment phase (from arrival at home station until 365 days following demobilization) consists of 2 reintegration activities after unit demobilization. The focus is on reconnecting members and their families with the service providers (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of the entitled benefits. In addition, combat stress, transition and how members and their families can address these issues is also integral to this post-deployment phase.

<u>Total Incremental Costs</u>		FY 2020 Actuals				FY 2021 Estimate				FY 2022 Request			
		Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Special Training	Pre/Post Mobilization	204	-	6,414	1,321	740	-	6,673	4,869	-	-	-	-
Special Training	Yellow Ribbon - Training	3,025	25,378	285	7,221	3,069	25,749	296	7,627	3,482	29,214	303	8,838
Special Training	Yellow Ribbon - Travel				870				4,370				2,174
Total					9,412				16,866				11,012

AIR GUARD MILITARY PERSONNEL COSTS

GUARD PRE- AND POST-DEPLOYMENT MOBILIZATION TRAINING

Appropriation: National Guard Personnel, Air Force
 Budget Activity 1: Reserve Component Training and Support
 Budget Line Item: Special Training

Part I - Purpose and Scope

Funding in this program supports the Yellow Ribbon Reintegration Program for Air National Guard members returning from deployments.

Part II - Justification of Funds Requested

Yellow Ribbon Reintegration Program: The FY 2022 OCO Requests support the members' pay and allowance and travel costs for reintegration training through the pre and post deployment phases. The "strength" represents the total number of participants attending various events. Due to smaller separated groups of Yellow Ribbon eligible service members, we are using a model similar to the AF Reserve to conduct a small number of regional events. The larger deployment groups will continue to execute within their states.

Section 582 of the FY 2008 National Defense Authorization Act directs the establishment of "a national combat veteran reintegration program to provide National Guard and Reserve members and their families with sufficient information, services, referral and proactive outreach opportunities through the entire deployment cycle." The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating Members, families and affected communities on combat deployment. The post-deployment phase (from arrival at home station until 180 days following demobilization) consists of reintegration activities at the 30-60-90 day interval after unit demobilization. The focus is on reconnecting members and their families with the service providers (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of the entitled benefits. In addition, combat stress and transition and how members and their families can address these issues is also integral to this post-deployment phase.

<u>Total Incremental Costs</u>		FY 2020 Actuals				FY 2021 Estimate				FY 2022 Request			
		Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Special Training	Pre/Post Mobilization	-	-	-	-	-	-	-	-	-	-	-	-
Special Training	Yellow Ribbon - Training	3,578	10,734	106	1,140	9,826	29,476	132	3,886	8,855	26,565	135	3,579
Special Training	Yellow Ribbon - Travel	3,578	10,734	78	838	9,826	29,476	65	1,914	8,855	26,565	66	1,758
	Total				1,978				5,800				5,337